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The Army's EO Program and Policies



Lesson 26: Climate Assessment

Overview

- Purpose
- Planning
- Strategies
- Conducting
- Data Gather Methods
- Process



Purpose

To provide the leadership a “picture” of a unit as it is perceived by members of the organization as it relates to race, gender, color, religion, national origin, and sexual harassment.



Definition

Climate Assessment is a viable element of the Army's EO Program. It allows commanders and subordinate leaders to collect and analyze information about the command and measure the impact of other unit climate factors.



Key Elements

- Desired outcome
- Scope and sequence of events
- Resources and required time scheduled
- Action planning & intervention strategies
- Condition in which the assessment is conducted



Factors Requiring Assessment

- Regulatory Requirement
- Command Directed
- Driven by Events
- Staff Assistance Visit (OIP)
- Monitoring Affirmative Actions



Principles

- Be capable and competent
- Act on problems
- Don't only focus on what is perceived as wrong
- Treat perceptions as having real consequences
- Treat all EO problems with the same degree of sensitivity and sincerity



Principles (cont)

- Know the impact of what is said, seen, or done
- Be accessible to everyone
- Not all complaints can be substantiated
- Be aware of the environment of the unit
- Follow-up on allegations of discrimination
- Seek assistance from the EOA



Planning

- Perceptions about command
- Current status of EO program
- Leaders effectiveness in EO
- Indicators of discrimination
- Indicators of sexual harassment
- Issues on EO training
- Comparison of commander's estimate to actual assessment



Strategies

- Model of Human Performance
- Begin at the top
- Focus on organization
- Use more than one technique
- Keep subordinate informed
- Use “KISS” principles



Conducting

- Administrative Procedures
- Contracting Outside Agencies
- Select gathering methods



Data Gathering Methods

- Surveys
- Interviews
- Focus Groups
- Reports



Surveys

- Advantages
- Disadvantages



Interviews

- Advantages
- Disadvantages



Focus Groups

- Advantages
- Disadvantages



Reports

- Advantages
- Disadvantages



Processing

- Meaningful data
- Reduce to specific areas
- Compare
- Do not rely on one source



Summary

- Purpose
- Planning
- Strategies
- Conducting
- Data Gather Methods
- Process

